

CHAPTER 7

TRAIN-THE-TRAINER AND UNIT TRAINING PROGRAMS

During initial-entry training, soldiers receive only an orientation for each of the light antiarmor weapons. When they arrive in a unit, soldiers should train to Skill Level 1 proficiency on all assigned weapons and equipment. Each unit should have an ongoing unit training program to allow soldiers to work together to attain and sustain their skills. This program integrates individual and collective tasks. Operating a unit training program requires the unit to also maintain a train-the-trainer program. Both programs are planned and conducted IAW the commander's METL.

7-1. TRAINING STRATEGY

Training strategy integrates resources into a year-round program to train the individual and collective skills needed to perform the wartime mission. Thus, units are trained to fight and win on the battlefield. The training strategy includes institutional and unit training.

a. **Institutional Training.** TRADOC schools conduct institutional training. These courses train critical individual and leader skills required to succeed in combat. Students are provided the latest doctrine and taught current technical skills associated with the light antiarmor weapons available within the Army. Soldiers train at several institutional schools throughout their career (see the appropriate programs of instruction [POIs]) (Table 7-1).

ENLISTED	Initial-Entry Training
	Primary Leadership Development Course
	Basic Noncommissioned Officer Course
	Advanced Noncommissioned Officer Course
OFFICERS	Precommission Training
	Officer Basic Course
	Officer Advanced Course

Table 7-1. Institutional training.

b. **Unit Training.** Unit training consists of sustainment training in individual and collective skills. Commanders manage their resources (devices, simulators, simulations, ranges, and ammunition) carefully to best develop individual and leader skills. Through the use of exercises, (drills, STXs, and qualification tables), the unit develops skills and integrates individuals into a cohesive crew or squad. Table 7-2 provides a training guide for building a light antiarmor weapons sustainment training plan (see also Appendixes C and E).

7-2. UNIT TRAINING PROGRAM

Every unit commander, including those commanding CS and CSS units, should develop a program for light antiarmor training. Some units have more than one type of light antiarmor weapon that requires sustainment training. The commander considers preparation and training for both collective and individual tasks. Trainers analyze their collective tasks and the individual tasks that support them. Individual tasks must be integrated into collective training and rehearsals. The units should try to train light antiarmor weapons at the same time and on the same range (Appendix D). Otherwise, these weapons are trained in alternating quarters of the year.

a. **Sustainment Training Requirements.** Sustainment training is recommended for each soldier. Active Component units should conduct sustainment training quarterly and fire the appropriate qualification tables semiannually, depending on the STRAC TRC level. Reserve Component units should conduct sustainment training semiannually and fire the appropriate instructional or qualification tables annually. All units should fire advanced instructional tables semiannually. When possible, they should conduct live fire annually IAW the current STRAC manual. (Appendix E provides all the necessary firing tables.) Commanders should ensure that designated gunners complete unit sustainment training and live fire tactical light antiarmor weapons sometime during that quarter. *Training requirements* are divided into four tracks, A through D, based on ammunition allocations (Table 7-3). Table 7-4 provides an example *training frequency chart*. This example is based on the AT4. The same tasks apply to all light antiarmor weapons, but procedures and standards may vary. Tactical weapons are allocated IAW the current standards in training commission (STRAC) manual.

1	Designated soldiers should train as often as needed to maintain proficiency.
2	Performance evaluations should be administered to designated soldiers quarterly, if resources allow.
3	Designated soldiers should fire the qualification tables semiannually for verification on designated weapons.
4	Designated soldiers qualify semiannually on their designated weapons. Qualification consists of a hands-on performance evaluation and qualification firing tables.
5	Designated soldiers should be trained in advanced <i>instructional</i> techniques as often as the unit training program allows. This training helps to maintain their target engagement skills.
6	All soldiers not designated as light antiarmor weapons gunners should train on these weapons to the extent allowed by resources.

Table 7-2. Sustainment training plan for light antiarmor weapons.

TRACK	DETERMINES ANNUAL AMMUNITION ALLOCATION FOR:
A	Each Active Component designated firer.
B	Track deleted
C	Each Reserve Component designated firer.
D	Each Reserve Component training division instructor.

Table 7-3. Training requirements.

TRAINING OBJECTIVE	TASK	FREQUENCY		APPROXIMATE TIME
		AC	RC	
NA	Conduct an orientation safety briefing (as appropriate).	Q	A	10 min
1	Inspect an M136 AT4 for serviceability.	Q	A	30 min
2	Prepare an M136 AT4 for firing.	Q	A	45 min
3	Demonstrate correct M136 AT4 firing positions.	Q	A	45 min
4	Estimate range.	Q	A	60 min
5	Determine the correct M136 AT4 sight picture.	Q	A	30 min
6	Perform M136 AT4 misfire procedures.	Q	A	45 min
7	Return the M136 AT4 to the carrying position.	Q	A	45 min
8	Engage targets with an M136 AT4.	S	B	3 1/2 hr
KEY: Q = quarterly (every 90 days) S = semiannually (twice a year) A = annually (once a year) B = biennially (every two years)				

Table 7-4. Example training frequency chart.

b. **Gunnery Training Requirements.** All designated soldiers should be trained to standard IAW the combat techniques in Chapter 6 and the performance evaluations in Appendix C.

c. **Collective Training.** Individual tasks must be integrated into collective training and rehearsals. To accomplish this, commanders analyze the collective tasks from their unit METL and the individual tasks that support the collective tasks. The commander determines the collective tasks that must be practiced by analyzing the mission outlines

in the appropriate mission training plan (MTP). The mission outlines describe the collective tasks required to execute each ARTEP mission. Leaders determine the individual tasks that support the collective tasks by referring to the mission task matrix in the appropriate MTP.

(1) Leaders use the training standards given in the appropriate manual for the individual tasks. Noninfantry units can use FMs 7-7, 7-7J, 7-8, 7-10, and 7-20 to identify infantry-type missions. Some of the tasks identified may include engaging armored vehicles. When planning training, the trainer incorporates the training devices and aids for light antiarmor weapons into the unit's training. These devices and aids add realism and allow trainer to properly evaluate the task being conducted. He must also identify deficiencies and correct them by retraining soldiers to use the selected weapons and their related training devices correctly.

(2) The MILES Viper is a force-on-force trainer for light antiarmor weapons. MILES trainers are *not* gunnery trainers and are not used for sustainment training. They are used in all force-on-force training. Table 7-5 provides an example MILES training program.

SEQUENCE	FREQUENCY (TIMES PER YEAR)	
	ACTIVE	RESERVE
Squad, platoon, or company FTX or STX	4	1
Battalion FTX	2	0
Battalion ARTEP	2	1
Total MILES training events per year	8	2

Table 7-5. MILES training program.

7-3. TRAIN-THE-TRAINER PROGRAM

The success of the unit's light antiarmor training program depends on trainers who are well-trained, competent, and prepared to train soldiers.

a. **Objectives.** The train-the-trainer program must teach trainers to do the following:

- Evaluate the unit's training weaknesses.
- Plan training.
- Set up, operate, and maintain training equipment.
- Conduct training.
- Coach firers in gunnery training.
- Evaluate firers' training weaknesses.
- Correct firers' training weaknesses.
- Instill confidence in the firers trained.
- Maintain training records.

b. **Mission-Essential Task List.** The commander must carefully examine his unit's wartime mission and develop a METL. He must then organize the unit's sustainment training program to support the METL. The light antiarmor sustainment training plan

consists of quarterly, semiannual, and annual training events. Between these events, the unit provides additional light antiarmor weapons training. The sustainment plan should prepare the unit for the next round of weapons gunnery while also supporting the unit METL.

c. **Trainer Assessment.** Trainers within a unit are normally team, squad, and section leaders and platoon sergeants. Before becoming weapons trainers, they must be assessed carefully and any shortcomings corrected. The commander chooses a method of assessing the trainers that ensures that their abilities are accurately evaluated. Then, with the assistance of the platoon leaders and platoon sergeants, the commander performs this assessment.

d. **Command Benefits.** Regular and aggressive train-the-trainer programs provide valuable benefits that gradually spread through the unit. These benefits include a base of expertise, proficiency, and esprit de corps. Maintaining this base is easier than recreating it.

e. **Training Tasks.** Successful trainers know how to operate the training devices for the light antiarmor weapons assigned to their units. Based on the unit's METL, the commander designates the appropriate light antiarmor weapon for specified missions. Appendix C provides the tasks, conditions, and standards for each weapon discussed in this manual. The trainers must know the appropriate combat techniques for employing these weapons. They must also perform the following:

- Conduct an orientation safety briefing.
- Inspect the weapons for serviceability.
- Prepare the weapons for firing.
- Demonstrate the correct firing positions.
- Estimate range.
- Determine the correct sight picture.
- Perform the correct combat and training misfire procedures.
- Return the weapon to the carrying configuration.